UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/47/508
9 October 1992

ORIGINAL: ENGLISH

Forty-seventh session
Agenda items 94 and 112 (c)

ADVANCEMENT OF WOMEN

PERSONNEL QUESTIONS: OTHER PERSONNEL QUESTIONS

Improvement of the status of women in the Secretariat

Report of the Secretary-General

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I. INTRODUCTION

1. The General Assembly addressed the situation of women in the United Nations Secretariat at both its forty-fifth and forty-sixth sessions. By its resolution 46/100 of 16 December 1990, the Assembly reaffirmed the goals set in its resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990, in which it had urged the Secretary-General to continue his efforts to achieve, by 1995, an overall participation rate of 35 per cent of women in posts subject to geographical distribution and, all things being equal and to the extent possible, to increase the participation rate of women in posts at the D-1 level and above to 25 per cent. The Assembly also requested a comprehensive evaluation and analysis of the main obstacles to the advancement of women, to be included in an action programme for the advancement of women in the Secretariat for the period 1991-1995. The Assembly further requested the Secretary-General to ensure that adequate machinery is maintained and, to the extent possible, strengthened, and to consider the adequacy of the existing machinery to implement the action programme.

2. Section II of the present report describes the current situation and provides statistical data on the status of women in the Secretariat as at 30 June 1992. Section III describes developments that took place during the period from July 1991 to June 1992 which affected the status of women and describes obstacles confronting the advancement of women in the Secretariat. Section IV presents the action programme for the period ending in 1995.

II. CURRENT SITUATION

3. In the period from July 1991 to June 1992, the percentage of women in the United Nations Secretariat in posts subject to geographical distribution rose by over 1.4 per cent, from 29.2 in June 1991 to 30.6 in June 1992, in keeping with the growth rate foreseen in the medium-term plan for the period 1992-1997. Women in language posts now number 308 or 34.8 per cent, up from 299 or 33.8 per cent a year ago. However, if the goal of 35 per cent by 1995 for posts subject to geographical distribution is to be reached, the Organization needs to increase the number of women by more than the 1 per cent annual increase.

4. As at 30 June 1992 there were no women at the Under-Secretary-General level and one woman at the Assistant Secretary-General level. The number of women at the D-2 level remained 10, unchanged from the figure of last year. Those at the D-1 level, however, now number 26, an increase from 20 a year ago. Women now occupy 11 per cent of all D-1 posts as compared with 8 per cent a year ago. It is clear that greater efforts will have to be made if the target of 25 per cent by 1995 is to be reached for senior level posts. Table 1 gives a detailed breakdown of staff in posts subject to geographical distribution for the one-year period ending June 1992 compared with the situation a year earlier. Figures 1 to 3 illustrate the representation of

women in posts subject to geographical distribution, at present and during the periods 1982 to 1992 and 1974 to 1992. The percentages for Asia and the Pacific, Western Europe and Latin America are only slightly above 30 per cent.

Table 1

Number and percentage of women in posts subject to geographical distribution

(as at 30 June 1991 and 30 June 1992)

	30 June 1991				30 June 1992			
Level	Women	Men	Total	Percentage	Women	Men	Total	Percentage
USG	2	25	27	7.4	0	19	19	0
ASG	0	17	17	0	1	14	15	6.7
D-2	10	75	85	11.8	10	70	80	12.5
D-1	20	223	243	8.2	26	216	242	10.7
P-5	75	387	462	16.2	94	388	482	19.5
P-4	214	483	697	30.7	212	475	687	30.9
P-3	248	408	656	37.8	252	395	647	38.9
P-2	182	214	396	46.0	194	227	421	46.1
P-1	8	9	17	47.0	8	7	15	53.3
Total	759	1 841	2 600	29.2	797	1 811	2 608	30.6

Figure 1

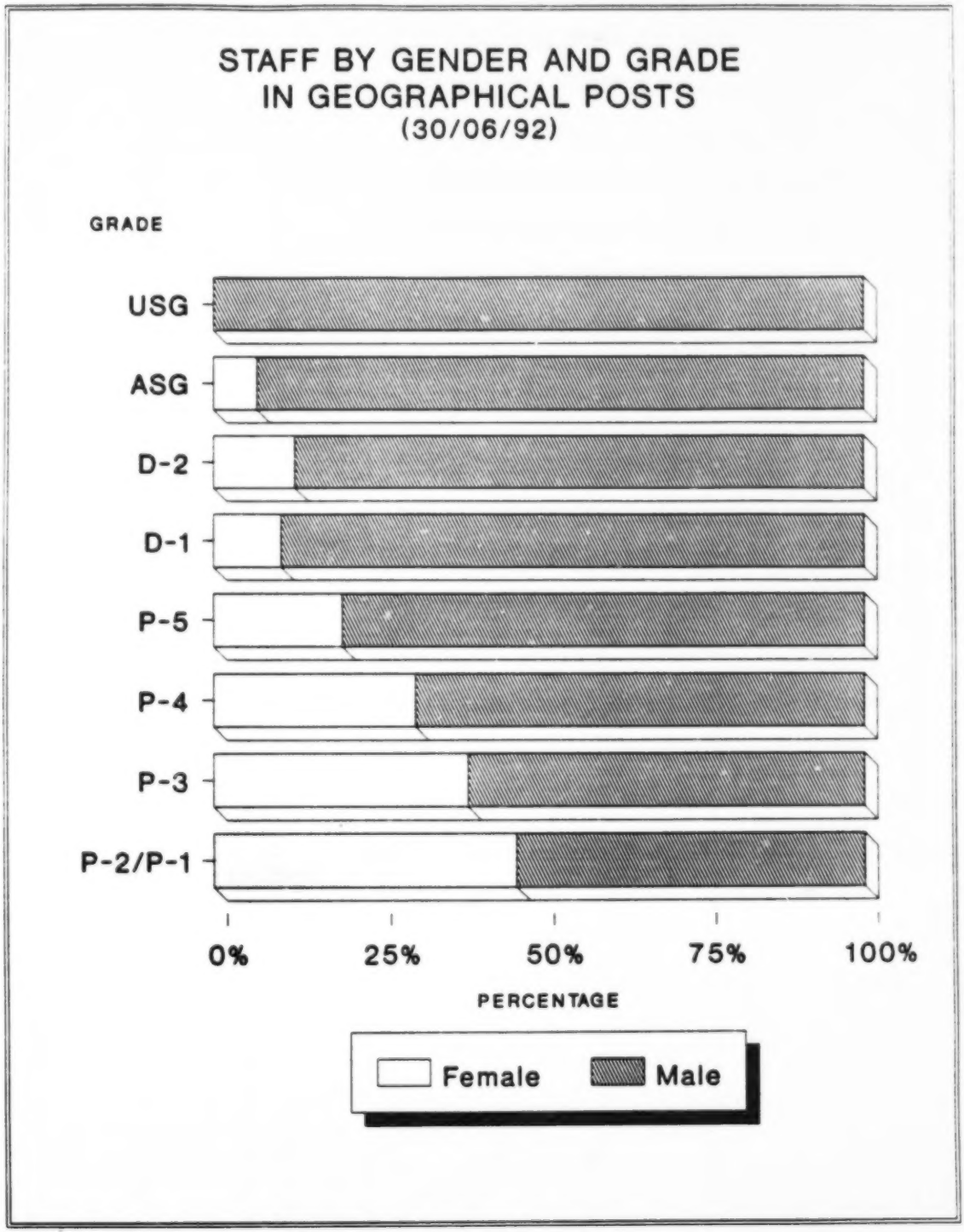

STAFF BY GENDER AND GRADE
IN GEOGRAPHICAL POSTS
(30/06/92)
GRADE
USG
ASG
D-2
D-1
P-5
P-4
P-3
P-2/P-1
0%
25%
50%
75%
100%
PERCENTAGE
Female
Male

Figure 2

Representation of women in posts subject to geographical distribution

as at 30 June 1992

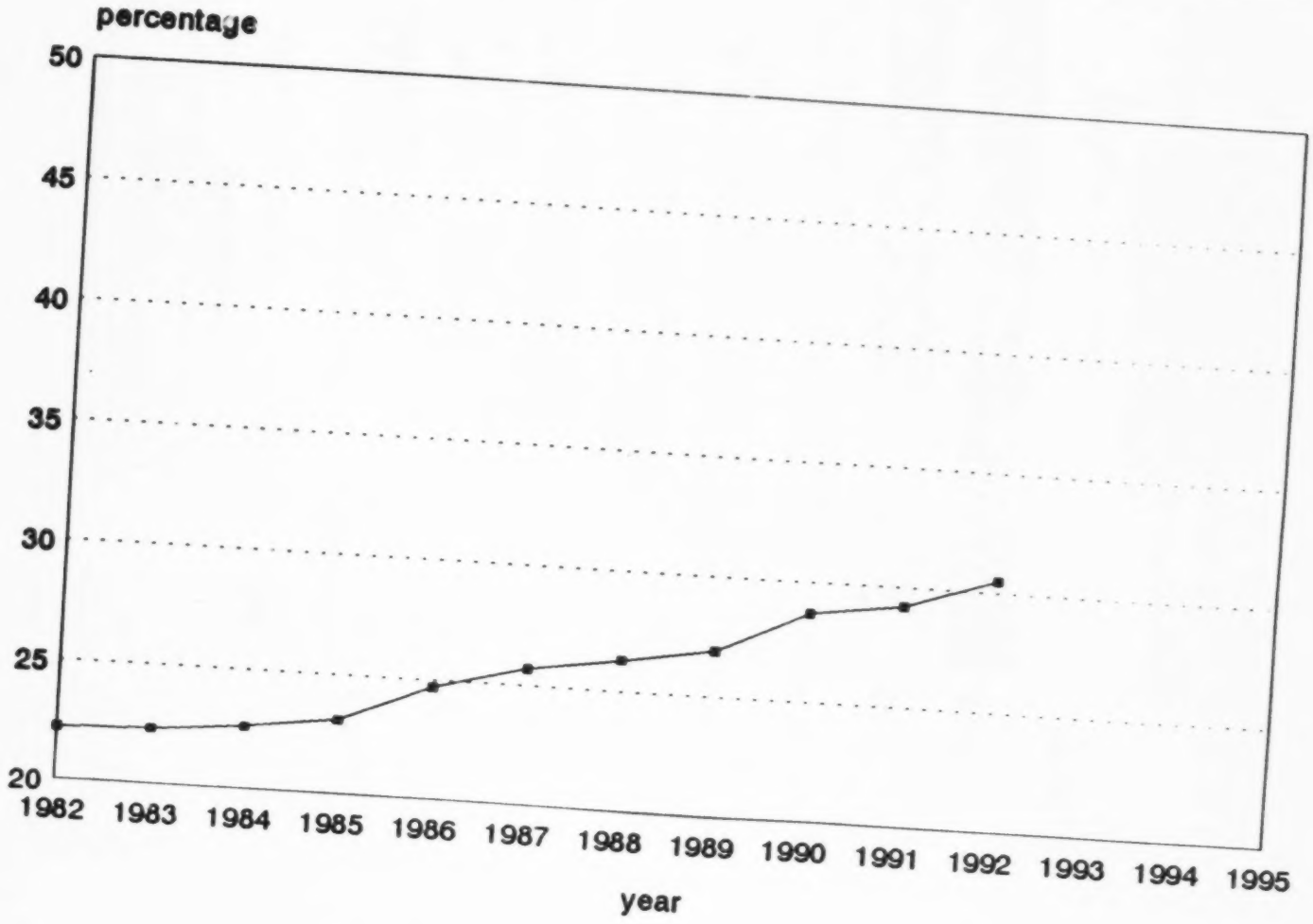
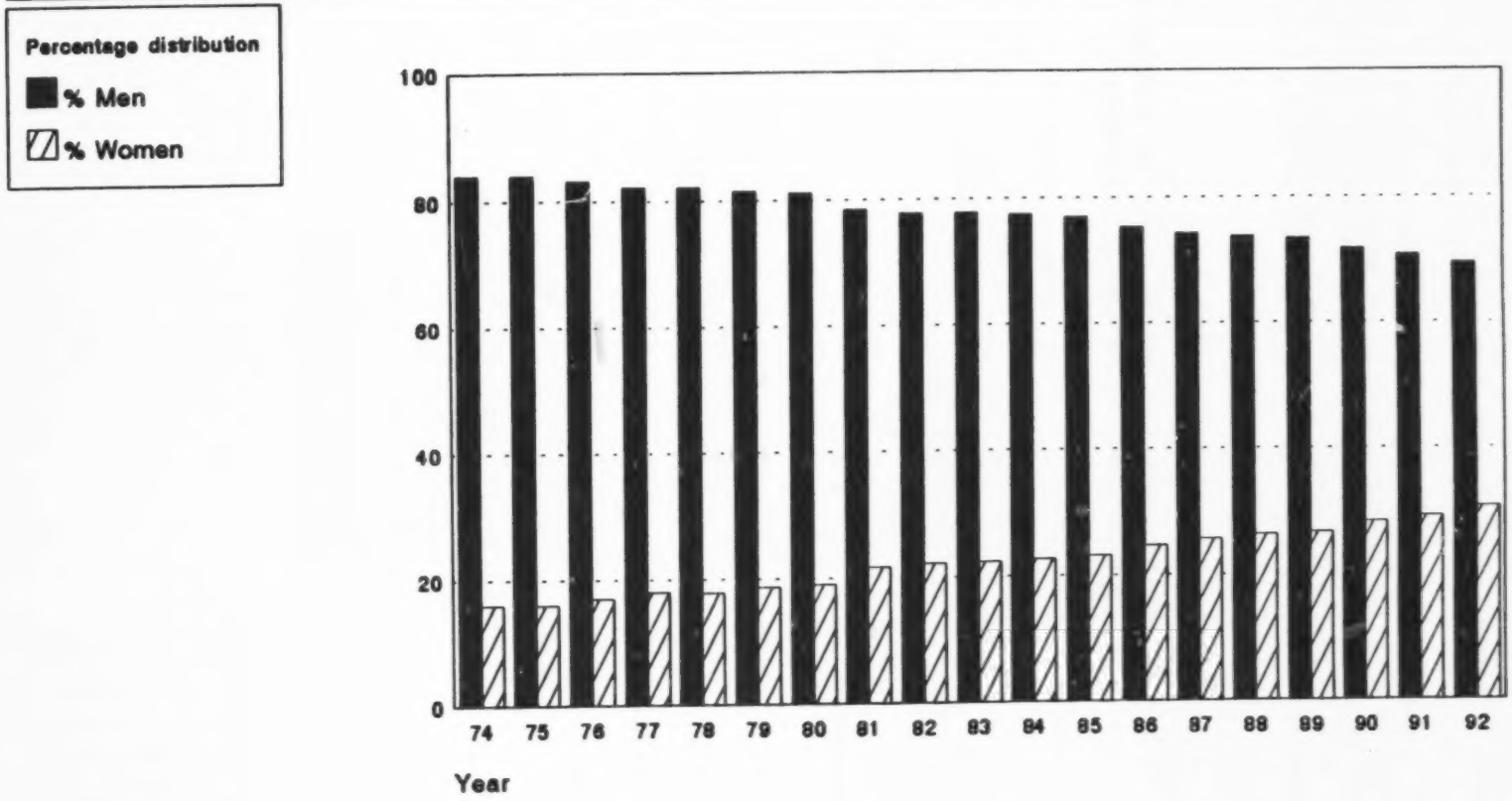


Figure 3

PERCENTAGE OF WOMEN AND MEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

from June 1974 to June 1992



Data obtained from General Assembly document entitled 'Composition of the Secretariat' (1974-1992)

A. Distribution of women by region of origin

5. In terms of region of origin, the proportion of women in posts subject to geographical distribution continues to be uneven. The percentage of women from the African, Middle Eastern and Eastern European countries is well below the present 30 per cent overall figure for women. Table 2 gives the breakdown by region and figure 4 provides an illustration of these breakdowns.

Table 2

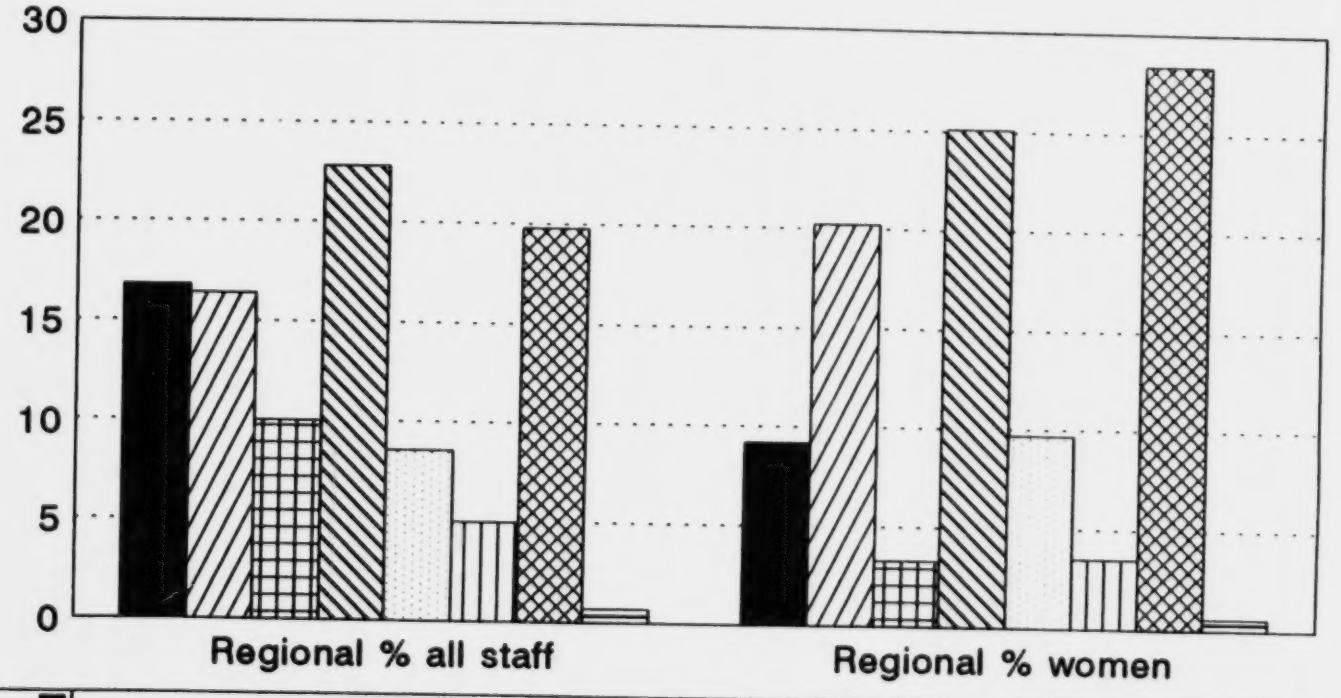
Professional staff in posts subject to geographical distribution, by region and gender

	30 June 1991				30 June 1992			
Region	Women	Men	Total	Percentage	Women	Men	Total	Percentage
Africa	72	365	437	16.5	73	362	435	16.8
Asia and the Pacific	147	279	426	34.5	161	268	429	37.5
Eastern Europe	26	237	263	9.9	26	234	260	10.0
Western Europe	194	397	591	32.8	200	396	596	33.6
Latin America	74	144	218	33.9	77	146	223	34.5
Middle East	27	108	135	20.0	28	103	131	21.4
North America and the Caribbean	214	296	510	42.0	227	289	516	44.0
Others	5	15	20	25.0	5	13	18	27.8
Total	759	1 841	2 600	29.2	797	1 811	2 608	30.6

Figure 4

Professional staff on posts subject to geographical distribution by region of origin and gender

as at 30 June 1992



	Regional % all staff	Regional % women
Africa	16.8	9.2
Asia&Pac.	16.4	20.2
East.Europe	10	3.3
West.Europe	22.8	25.1
L.America	8.6	9.7
Middle E.	5	3.5
N.A.&Carib.	19.8	28.4
Others	0.7	0.6

6. In June 1992, the following 69 Member States had no women in posts subject to geographical distribution: Afghanistan, Albania, Angola, Armenia, Azerbaijan, Bahrain, Bangladesh, Belarus, Bhutan, Bolivia, Bosnia and Herzegovina, Brunei Darussalam, Bulgaria, Cambodia, Cape Verde, Central African Republic, Chad, Comoros, Congo, Costa Rica, Croatia, Cyprus, Democratic People's Republic of Korea, Djibouti, Dominica, El Salvador, Equatorial Guinea, Estonia, Gabon, Grenada, Guinea Bissau, Honduras, Kuwait, Lao People's Democratic Republic, Latvia, Liechtenstein, Lithuania, Maldives, Mali, Marshall Islands, Mauritania, Mauritius, Micronesia (Federated States of), Mozambique, Myanmar, Namibia, Nepal, Panama, Papua New Guinea, Paraguay, Qatar, Republic of Korea, Republic of Moldova, Romania, Rwanda, Sao Tome and Principe, Samoa, San Marino, Seychelles, Slovenia, Solomon Islands, Sudan, Syrian Arab Republic, Tajikistan, Togo, Turkmenistan, Uzbekistan, Vanuatu and Zambia. Of these, 29 had no staff members in posts subject to geographical distribution.

7. The annex to the present report includes additional tables and figures which provide further details on staff in posts subject to geographical distribution by nationality, gender and level. These tables are reproduced from the report of the Secretary-General on the composition of the Secretariat (A/47/416).

B. Promotion

8. As shown in table 3, 87 women were promoted at the P-2 to D-1 levels during the period from July 1991 to June 1992. This number represents a 47 per cent share of all staff promoted. During the same period 98 men were promoted.

Table 3

Promotion of professional women and men occupying posts subject to geographical distribution by grade

	July 1990-June 1991				June 1991-July 1992			
Level	Women	Men	Total	Percentage of women	Women	Men	Total	Percentage of women
P-2 to P-3	12	18	30	40	17	11	28	61
P-3 to P-4	24	23	47	51	38	36	74	51
P-4 to P-5	7	35	42	17	24	43	67	36
P-5 to D-1	3	20	23	13	8	8	16	50
Total	46	96	142	32	87	98	185	47

C. Recruitment

9. During the 12-month period ending 30 June 1992, 50 of the 128 staff members appointed, or 39.1 per cent, were women. Comparable figures for the previous 12-month period were 57 of the 170 staff members recruited between July 1990 and June 1991, or 33.5 per cent. The distribution by grade and gender is given in table 4.

Table 4

Recruitment for posts subject to geographical distribution, July 1991-June 1992

Level	Women	Men	Total	Percentage
USG	0	3	3	0
ASG	0	1	1	0
D-2	0	1	1	0
D-1	1	2	3	33.3
P-5	5	6	11	45.5
P-4	9	18	27	33.3
P-3	11	16	27	40.7
P-2/P-1	24	31	55	43.6
Total	50	78	128	39.1

III. DEVELOPMENTS DURING THE PERIOD FROM JULY 1991 TO JUNE 1992

A. Analysis of obstacles

10. In response to General Assembly resolutions 45/125, 45/239 C and 46/100, an analysis of obstacles confronting women in the Secretariat was undertaken. 1/ According to the study, many of the obstacles identified in 1985 remain as obstacles in 1992. It was found that there was no critical mass at the P-5 level from which to achieve the mandated target of 25 per cent women at D-1 and above. The glass ceiling for women in the Secretariat remained at the P-4 level.

11. The study identified six areas in which women were mainly represented. These were, in descending numerical order, administration, economics, public information, political affairs, library science and social development. The

occupations in which women achieved the relatively highest levels overall were administration, economics and political affairs. However, there were relatively few women in these fields. In all occupations, women were mainly at the junior levels and virtually absent from the decision-making levels.

12. A survey of recruitment figures indicated that between 1985 and 1991 women were recruited at an average rate of 26 per cent, a rate insufficient to meet the General Assembly target of 35 per cent of women in posts subject to geographical distribution by 1995.

13. The study also noted that permanent missions presented a disproportionate number of male candidates, particularly for senior level posts.

B. Steering Committee

14. During the period under review, the Steering Committee for the Improvement of the Status of Women in the Secretariat continued to meet and in December 1991 presented its sixth report to the Secretary-General. On the basis of the advice of the Steering Committee, the Secretary-General decided that the policy measures relating to appointment and promotion which had been approved in 1991 with a view to improving the situation of women in the Secretariat should be incorporated into administrative instructions so that they would become an integral part of the appointment and promotion process. With regard to the secretarial occupation, a restructuring review of jobs was carried out which resulted in an increase in the numbers of higher level posts, particularly at the G-5 level. The Secretary-General further decided to establish procedures to deal fairly and firmly with cases of alleged sexual harassment in the Secretariat.

IV. ACTION PROGRAMME

15. The action programme developed pursuant to General Assembly resolutions 45/125, 45/239 C and 46/100 aims to achieve the goals mandated by the Assembly, namely that women constitute 35 per cent of all staff in posts subject to geographical distribution and to the extent possible occupy 25 per cent of posts at D-1 and above by 1995.

16. The basic strategy for the action programme for the period ending in 1995 is the coordination of recruitment, placement and promotion vis-à-vis the filling of vacancies in all departments for levels P-3 to D-1. It involves the setting of departmental targets for the next three years for each section or unit within the department or office and ensuring the accountability of programme managers. Career development will play an important role in the action programme.

A. Coordination of recruitment, placement and promotion

17. Managers, together with the Office of Human Resources Management, will review their vacancies each six months to determine which posts will be filled by internal promotion as opposed to external recruitment. This review will be an input into the recruitment plan which will be revised every six months.

B. Setting of departmental targets

18. Each department manager, in cooperation with the Office of Human Resources Management, will establish annual targets which must be realized in order to achieve the mandated participation rate of women in the Secretariat. Recruitment for levels P-3 to D-1 based on department needs will be especially targeted to underrepresented countries.

19. Rosters by occupation will be maintained. Rosters of women, especially those who could fill posts at very senior levels but who are not in the system, will also be maintained. The roster is derived from several sources, such as permanent missions, United Nations information centres, United Nations Development Programme resident coordinators' offices, women's organizations, universities, professional organizations, individual applicants and departmental sources.

20. The action programme will endeavour to increase the mobility of women throughout the United Nations system, especially at the P-5 level and above.

21. With respect to the entry level, all P-2 posts are filled either as a result of the G to P (30 per cent of available posts) or the national competitive examinations. Currently, the percentage of women who enter the Organization as a result of a competitive examination is about 40 per cent each year.

C. Accountability of managers

22. The performance of managers will be evaluated in terms of their effectiveness in advancing the status of women in their offices and departments. Monitoring the progress towards reaching the targets set by the General Assembly and monitoring the progress of the implementation of the previous action programme will continue to be carried out by the Office of Human Resources Management and the Steering Committee.

D. Career development

23. Women, together with men, will benefit from the career development system being developed in the Office of Human Resources Management. 2/ It is intended to develop a skills inventory with detailed information on the skills, experience and education of all staff. The inventory could be an important tool for placing women in posts at all levels.

E. Attitudinal changes

24. It is intended to develop supervisory training programmes for programme managers at levels P-5 and above which would include the issue of gender equality. A brochure on gender-related issues will be developed and given to all staff members. The Office of Human Resources Management will continue to monitor closely harassment of all kinds. Efforts will continue to be made to remove all use of gender-biased language in the United Nations.

25. It is clear that the attainment of equality between men and women in the Secretariat will continue to require intensified efforts on the part of the administration and programme managers, and the cooperation of the Member States, to achieve the targets mandated by the General Assembly.

Notes

1/ The study was undertaken by a consultant whose services were provided to the United Nations by the Government of Canada.

2/ See the report of the Secretary-General on career development in the United Nations (A/C.5/47/6).

ANNEX

Statistical tables*

Table D1

Women in posts subject to geographical distribution as a percentage of all staff from 30 June 1988 to 30 June 1992
(by region of origin)

Year	1988	1989	1990	1991	1992
Region					
Africa	2.02	2.06	2.50	2.78	2.80
Asia and the Pacific	5.23	5.27	5.46	5.65	6.17
Europe (Eastern)	0.56	0.79	0.94	1.00	1.00
Europe (Western)	6.90	7.06	7.65	7.46	7.67
Latin America	2.26	2.62	2.73	2.85	2.95
Middle East	0.83	0.87	0.94	1.04	1.07
North America and the Caribbean	8.17	8.01	7.88	8.23	8.70
Others	0.32	0.24	0.20	0.19	0.19
Total	26.30	26.91	28.30	29.19	30.56
Increase (decrease) (Percentage points)	0.63	0.61	1.39	0.89	1.37

Total staff: 2 608 Total women staff: 797

* The numbering of the tables and figures in this annex reflects that in the report of the Secretary-General on the composition of the Secretariat (A/47/416).

Table D2

Women in posts subject to geographical distribution from 30 June 1988 to 30 June 1992 as a percentage of women staff only
(by region of origin)

Year	1988	1989	1990	1991	1992
Region					
Africa	7.69	7.66	8.83	9.49	9.16
Asia and the Pacific	19.91	19.59	19.31	19.37	20.20
Europe (Eastern)	2.11	2.94	3.31	3.42	3.26
Europe (Western)	26.24	26.22	27.03	25.56	25.09
Latin America	8.60	9.72	9.66	9.75	9.66
Middle East	3.17	3.24	3.31	3.56	3.51
North America and the Caribbean	31.07	29.75	27.86	28.19	28.48
Others	1.21	0.88	0.69	0.66	0.63
Total	100	100	100	100	100
Total women staff:	663	679	725	759	797

Figure 5

Women as a percentage of all staff by region and year
(June 1988-June 1992)

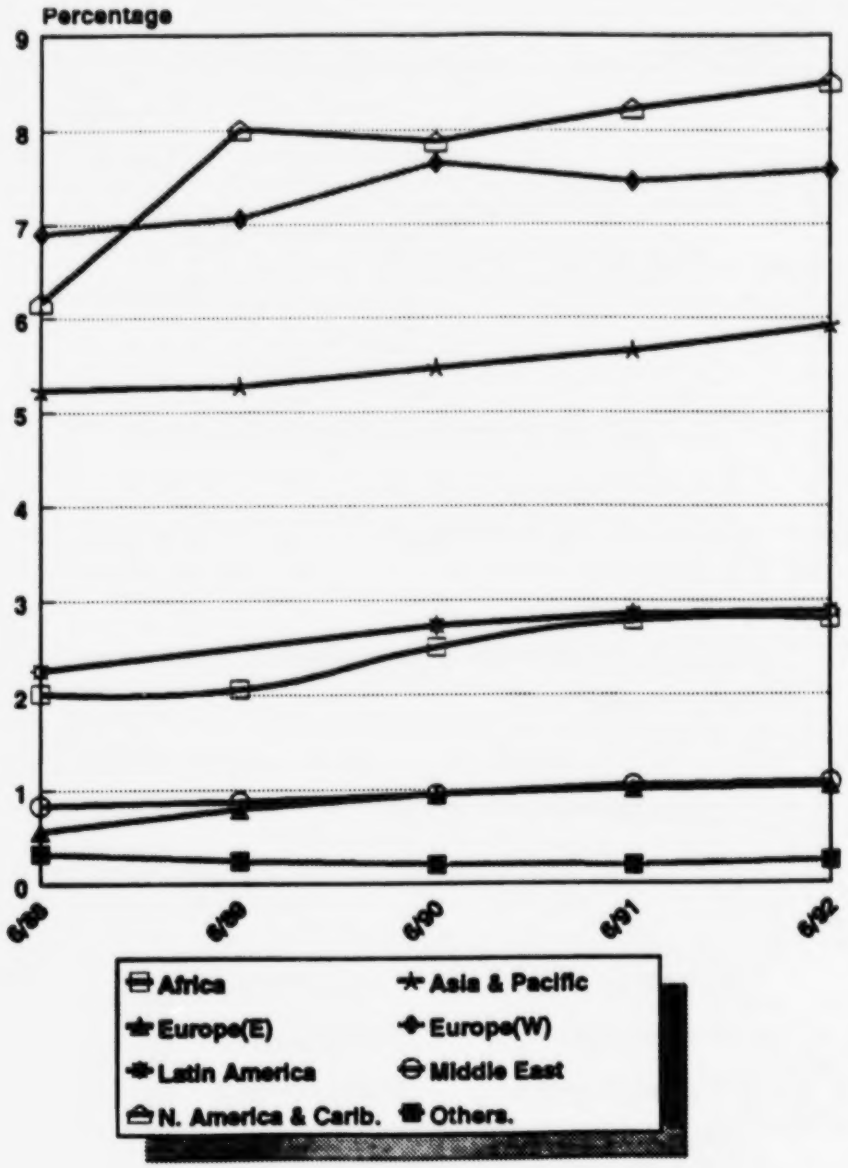


Figure 6

Women as a percentage of all women staff by region and year
(June 1988-June 1992)

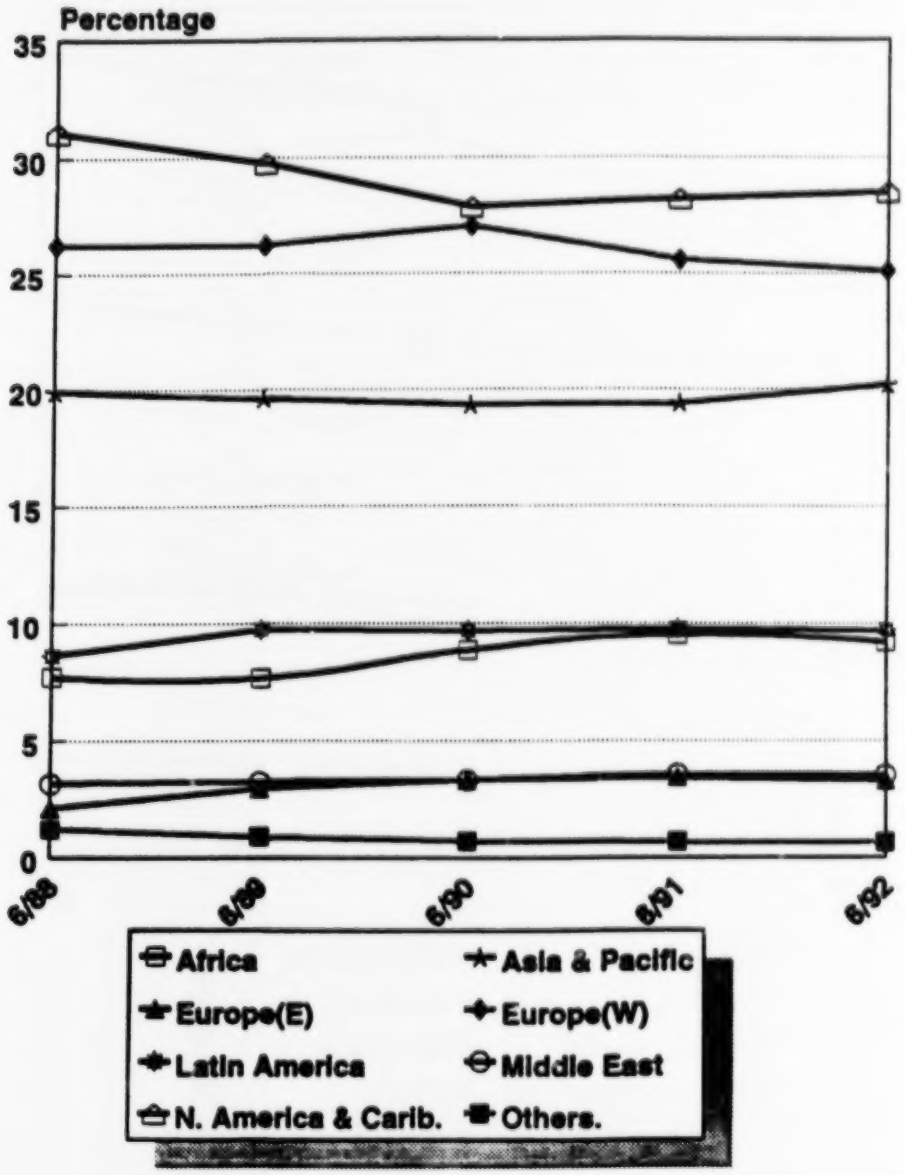


Table E

Number and percentage of women at each level in 1982 and 1992 in posts subject to geographical distribution and in posts with special language requirements

	Geographic posts				Language posts			
	1982		1992		1982		1992	
Level	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	1	3.6	0	0.0	-	-	-	-
ASG	3	13.0	1	6.7	-	-	-	-
D-2	4	4.6	10	12.5	-	-	-	-
D-1	14	5.6	26	10.7	-	-	-	-
P-5	44	7.8	94	19.5	38	31.7	36	27.1
P-4	127	16.1	212	30.9	105	35.0	130	37.4
P-3	241	31.2	252	38.9	127	35.1	117	34.3
P-2	197	47.5	194	46.1	44	28.2	23	39.7
P-1	35	53.8	8	53.3	-	-	-	-
Total	666	22.2	797	30.6	314	33.5	306	34.8

Table F

Number of appointments to posts subject to geographical distribution between 1 July 1991 and 30 June 1992 by sex, indicating the percentage of total appointments and the number of nationalities appointed at each level

	Women			Men		
Level	Number of women appointed	Percentage of total appoint-ments	Number of nationalities represented	Number of men appointed	Percentage of total appoint-ments	Number of nationalities represented
USG	0	0	0	3	100	3
ASG	0	0	0	1	100	1
D-2	0	0	0	1	100	1
D-1	1	33.3	1	2	66.7	2
P-5	5	45.5	4	6	50	5
P-4	9	33.3	6	18	66.7	13
P-3	11	40.7	5	16	59.3	13
P-2	24	44.4	13	30	55.6	19
P-1	0	0	0	1	100	1
Total	50	39.1	25	78	60.9	38 a/

a/ It should be noted that this figure is not the sum of the figures for each level, since appointments of staff of some nationalities have been made at more than one level.

TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1992)

A STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		3		3	1	13	2	51	8	79	21	104	23	74	18	33		2	73 16.8	382 83.2	436
ASIA AND THE PACIFIC		4		2	2	9	4	43	12	42	31	68	80	80	49	39	3	1	181 37.5	268 62.5	429
EUROPE (EASTERN)		2			1	13		17	1	24	9	67	9	80	6	31			26 10.0	234 90.0	260
EUROPE (WESTERN)		8	1	3	2	15	9	43	25	93	45	90	55	77	60	69	3		200 33.6	396 66.4	596
LATIN AMERICA		1		3		7	2	11	13	40	20	31	24	28	17	28	1	1	77 34.5	146 65.5	223
MIDDLE EAST		1		1		2	3	14	5	28	8	31	5	17	7	9			28 21.4	103 78.6	131
N. AMERICA & CARIBBEAN		2		2	4	11	6	36	29	76	75	81	76	58	36	20	1	3	227 44.0	289 56.0	516
OTHERS								1	1	6	3	3		3	1				5 27.8	13 72.2	18
SUBTOTAL a/	0.0	19 100.0	1 6.7	14 93.3	10 12.5	70 87.5	26 10.7	218 89.3	94 19.5	388 80.5	212 30.9	475 69.1	252 38.9	395 61.1	194 46.1	227 53.9	8 53.3	7 46.7	797 30.6	1811 69.4	2 608
TOTAL		19		15		80		242		482		687		647		421		15	2 608		

B STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	14	11	42	11	43	1				25 20.2	99 79.8	124
ASIA AND THE PACIFIC	2	18	10	32	17	49	3	3			32 23.9	102 76.1	134
EUROPE (EASTERN)		14	1	40	4	75	1	14			6 4.0	143 96.0	149
EUROPE (WESTERN)	21	28	59	54	34	24	7	8			121 51.9	112 48.1	233
LATIN AMERICA	6	9	22	14	15	8		4			43 55.1	35 44.9	78
MIDDLE EAST	1	8	3	10	7	11		2			11 27.5	29 72.5	40
N. AMERICA & CARIBBEAN	4	8	20	23	27	12	11	8			62 58.9	47 43.1	109
OTHERS		2	4	3	2	2					6 46.2	7 53.8	13
SUBTOTAL a/	36 27.1	97 72.9	130 37.4	218 62.6	117 34.3	224 65.7	23 39.7	35 60.3	0.0	0.0	308 34.8	574 65.2	880
TOTAL	133		348		341		58		0		880		

C TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	0.0	19 100.0	1 6.7	14 93.3	10 12.5	70 87.5	26 10.7	216 89.3	130 21.1	486 78.9	342 33.0	693 67.0	369 37.3	619 62.7	217 45.3	262 54.7	8 53.3	7 46.7	71 31.6	103 68.4	2 386	3 488
	19		15		80		242		615		1 036		988		479		15		3 488		

a/ Percentages are given beneath each row and column total.

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TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES													
Afghanistan	9	-	-	-	-	3	4	2	-	-	9	6.63	3-14
Albania	0	-	-	-	-	-	-	-	-	-	0	6.30	2-14
Algeria	18 (2)	-	-	2 (1)	4	7	5 (1)	-	-	-	18 (2)	9.09	5-14
Angola	1	-	-	-	-	-	1	-	-	-	1	6.47	2-14
Antigua and Barbuda	3 (3)	-	-	-	-	-	1 (1)	1 (1)	1 (1)	-	3 (3)	6.22	2-14
Argentina	28 (10)	-	-	1	6	7 (2)	6 (3)	4 (3)	3 (2)	-	27 (10)	15.37	11-19
Armenia	0	-	-	-	-	-	-	-	-	-	0	6.30	2-14
Australia	31 (13)	-	-	-	8 (1)	6 (3)	8 (3)	4 (3)	8 (5)	-	34 (15)	28.93	25-33
Austria	20 (8)	1	-	1	1 (1)	6 (1)	3 (1)	5 (2)	3 (3)	-	20 (8)	17.41	13-21
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	6.40	2-14
Bahamas	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	6.37	2-14
Bahrain	0	-	-	-	-	-	-	-	-	-	0	6.53	2-14
Bangladesh	16	-	-	-	2	7	4	1	1	-	15	9.20	5-14
Barbados	6 (4)	-	-	-	-	2 (1)	2 (1)	2 (2)	-	-	6 (4)	6.22	2-14
Belarus	13	-	-	-	-	1	4	5	3	-	13	10.94	7-15
Belgium	21 (5)	-	-	1	1	7 (1)	9 (3)	3 (1)	2 (1)	-	23 (6)	22.06	18-26
Belize	2 (2)	-	-	-	-	-	1 (1)	1 (1)	-	-	2 (2)	6.22	2-14
Benin	7 (1)	-	-	-	1	1	2	1	1 (1)	-	6 (1)	6.34	2-14
Bhutan	4	-	-	-	-	-	-	1	3	-	4	6.25	2-14
Bolivia	6	-	-	-	-	3	1	2	-	-	6	6.41	2-14
Bosnia Herzegovina	0	-	-	-	-	-	-	-	-	-	0	6.32	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.25	2-14
Brazil	27 (10)	-	-	1	-	7 (3)	7 (3)	9 (2)	9 (3)	1 (1)	34 (12)	33.57	29-39
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	6.52	2-14
Bulgaria	9	-	-	-	2	1	1	4	-	-	8	8.23	4-14
Burkina Faso	7	-	-	-	1	2	2	1 (1)	1	-	7 (1)	6.45	2-14
Burundi	10 (2)	-	-	-	1	1	2	3 (1)	4 (1)	-	11 (2)	6.36	2-14
Cambodia	3	-	-	-	1	-	2	-	-	-	3	6.43	2-14
Cameroon	14 (3)	-	-	-	-	2	5	5 (1)	2 (2)	-	14 (3)	6.52	2-14
Canada	53 (14)	1	2	1	5 (1)	13 (1)	19 (2)	7 (5)	7 (5)	1 (1)	56 (15)	52.94	46-61

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COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Cape Verde	1	-	-	-	-	-	1	-	-	-	1	6.23	2-14
Central African Rep	4	-	-	-	-	-	1	-	4	-	5	6.29	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	6.36	2-14
Chile	28 (9)	-	-	4	3	4 (3)	4 (2)	3 (3)	8 (1)	-	26 (9)	7.60	4-14
China	42 (14)	1	-	2	7 (1)	8 (2)	12 (7)	12 (5)	-	-	42 (15)	46.95	40-54
Colombia	9 (1)	-	-	1	-	4	3	2 (1)	-	-	10 (1)	8.85	5-14
Comoros	2	-	-	-	-	-	-	2	-	-	2	6.23	2-14
Congo	7	-	-	-	-	1	4	1	-	-	6	6.27	2-14
Costa Rica	3	-	-	-	-	1	2	-	-	-	3	6.29	2-14
Cote d'Ivoire	11 (1)	-	-	-	-	-	3	7 (2)	2	-	12 (2)	6.67	3-14
Croatia	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Cuba	11 (4)	-	-	-	-	-	4 (2)	1	6 (2)	-	11 (4)	7.68	4-14
Cyprus	5	-	-	-	3	2	-	-	-	-	5	6.38	2-14
Czechoslovakia	14 (2)	-	-	-	-	1	6 (2)	3	4	-	14 (2)	14.64	11-19
Denmark	19 (5)	-	-	-	1	5 (1)	2 (1)	4 (1)	5 (2)	-	17 (5)	15.85	12-20
Djibouti	1	-	-	-	-	-	-	-	-	1	1	6.23	2-14
Dominica	1	-	-	-	-	1	-	-	-	-	1	6.22	2-14
Dominican Republic	6 (2)	-	-	-	-	-	4 (2)	-	1	1	6 (2)	6.55	2-14
Ecuador	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	6.78	3-14
Egypt	10 (1)	1	1	-	3 (1)	4 (1)	1	2	1	-	13 (2)	8.48	4-14
El Salvador	5	-	-	-	-	2	1	1	-	-	4	6.35	2-14
Equatorial Guinea	3	-	-	-	-	-	-	-	3	-	3	6.22	2-14
Estonia	0	-	-	-	-	-	-	-	-	-	0	7.00	3-14
Ethiopia	29 (7)	-	-	-	2	4 (1)	8	8 (3)	10 (3)	-	30 (7)	7.55	3-14
Fiji	7 (1)	-	-	-	2	2	1	1 (1)	-	-	6 (1)	6.23	2-14
Finland	12 (4)	-	-	-	-	3 (1)	2	6 (2)	-	-	11 (3)	14.66	11-19
France	109 (46)	1a/	2 (1)	4	10 (5)	23 (8)	22 (12)	33 (17)	15 (5)	1 (1)	111 (47)	98.63	82-111
Gabon	3	-	-	-	-	-	-	-	2	-	2	6.39	2-14
Gambia	7 (1)	-	-	-	2	1	3 (1)	-	-	-	6 (1)	6.24	2-14
Germany	123 (37)	1	-	2 (1)	11 (1)	22 (7)	29 (8)	39 (11)	21 (9)	-	125 (37)	140.73	120-162
Ghana	15 (1)	1	1	4	3	2	3 (1)	1	-	-	15 (1)	8.60	3-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Greece	13 (5)	-	1	-	2	-	4 (2)	1 (1)	5 (2)	-	13 (5)	11.53	7-16
Grenada	3	-	-	-	1	-	-	1	-	1	3	6.22	2-14
Guatemala	7 (2)	1	-	-	-	2	1 (1)	2	1	-	7 (1)	6.60	3-14
Guinea	6 (1)	-	-	1	-	1	1	3 (1)	-	-	6 (1)	6.36	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	6.24	2-14
Guyana	16 (7)	-	-	1	3	3 (2)	6 (4)	3 (1)	-	-	16 (7)	6.24	2-14
Haiti	8 (4)	-	1	-	2 (1)	-	1 (1)	1 (1)	1 (1)	-	6 (4)	6.38	2-14
Honduras	2	-	-	-	-	-	-	2	-	-	2	6.35	2-14
Hungary	9 (4)	-	-	-	-	-	3 (1)	-	6 2)	-	9 (3)	9.01	5-14
Iceland	5 (0)	-	-	-	1	2	2	-	4 (1)	-	9 (1)	6.52	2-14
India	41 (8)	1	1	2	1	3 (1)	8 (1)	16 (6)	8	2 (1)	42 (9)	32.60	28-38
Indonesia	8 (3)	-	-	-	3	1	-	-	3 (2)	1 (1)	8 (3)	13.08	9-17
Iran, Islamic Rep	18 (6)	-	1	-	4 (1)	3 (1)	5 (1)	7 (3)	-	-	20 (6)	18.91	15-23
Iraq	17 (2)	-	-	1	1 (1)	9 (1)	2	1	-	-	14 (2)	6.49	4-14
Ireland	14 (4)	-	-	1	1	5	-	3 (3)	3 (1)	-	13 (4)	6.83	5-14
Israel	15 (4)	-	-	-	1	-	2 (1)	3	9 (3)	-	15 (4)	9.60	6-14
Italy	52 (13)	1	1	1	5	7 (4)	15 (4)	11 (4)	14 (5)	-	55 (17)	71.28	61-82
Jamaica	18 (5)	-	-	2 (1)	2	2	-	8 (3)	4 (2)	-	18 (8)	6.28	2-14
Japan	88 (38)	1	1	3 (2)	5 (1)	6 (2)	17 (3)	30 (15)	26 (19)	-	88 (42)	194.14	166-223
Jordan	14 (1)	1	-	-	1	1	5	4	2 (1)	-	14 (1)	6.32	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	6.66	3-14
Kenya	15 (3)	-	-	-	4	4	5 (1)	-	1 (1)	-	14 (2)	6.84	3-14
Korea, Dem Peo Rep	0	-	-	-	-	-	-	-	-	-	0	7.37	3-14
Korea, Republic of	0	-	-	-	-	-	-	-	-	-	0	17.42	13-21
Kuwait	0	-	-	-	-	-	-	-	-	-	0	9.83	6-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Lao People's Dem Rep	1	-	-	-	-	-	1	-	-	-	1	6.32	2-14
Latvia	0	-	-	-	-	-	-	-	-	-	0	7.77	4-14
Lebanon	20 (4)	-	-	1	2	5	6 (1)	3 (2)	3 (2)	-	20 (5)	6.29	2-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Lesotho	7 (5)	-	-	-	-	-	3 (2)	3 (2)	1 (1)	-	7 (5)	6.26	2-14
Liberia	9 (4)	-	-	-	-	2	3 (2)	2 (1)	1	-	8 (3)	6.28	2-14
Libyan Arab Jam	7 (1)	-	-	-	2	2 (1)	2	1	-	-	7 (1)	9.75	6-14
Liechtenstein	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Lithuania	0	-	-	-	-	-	-	-	-	-	0	8.09	4-14
Luxembourg	4 (1)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	6.97	3-14
Madagascar	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	6.50	2-14
Malawi	9 (1)	-	-	-	1	3 (1)	2	3	-	-	9 (1)	6.43	2-14
Malaysia	15 (3)	-	-	1	2	5	2	5 (3)	-	-	15 (3)	8.31	4-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Mali	10	-	-	-	1	-	5	4	-	-	10	6.43	2-14
Malta	6 (1)	-	-	-	3	1	1	-	1 (1)	-	6 (1)	6.22	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Mauritania	5	-	-	1	-	1	-	2	1	-	5	6.27	2-14
Mauritius	12	-	-	1	2	5	3	1	-	-	12	6.24	2-14
Mexico	27 (12)	-	-	-	1 (1)	5	7 (3)	8 (5)	7 (4)	-	28 (13)	21.38	17-25
Micronesia	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Moldova	0	-	-	-	-	-	-	-	-	-	0	6.33	2-14
Mongolia	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.27	2-14
Morocco	11 (3)	-	-	1	2	3	2 (1)	3 (2)	-	-	11 (3)	7.16	3-14
Mozambique	1	-	-	-	-	-	1	-	-	-	1	6.62	3-14
Myanmar	7	-	-	-	-	-	4	2	-	-	6	7.29	3-14
Namibia	2 (1)	-	-	-	-	-	-	-	-	-	0 0	6.28	2-14
Nepal	13	-	-	1	3	3	3	2	-	-	12	6.70	3-14
Netherlands	35 (4)	-	-	1	1	9	6 (1)	3	12 (1)	-	32 (2)	28.73	24-33
New Zealand	8 (4)	-	-	-	2	3 (2)	4 (2)	-	2 (1)	-	11 (5)	9.72	6-14
Nicaragua	3 (1)	-	-	-	-	2 (1)	1	-	1 (1)	-	4 (2)	6.32	2-14
Niger	4 (1)	-	-	-	1 (1)	1	2 (1)	1	-	-	5 (2)	6.42	2-14
Nigeria	16 (1)	-	-	1	4	4	4	2 (1)	-	1	16 (1)	11.84	8-16
Norway	15 (7)	-	-	-	-	-	-	-	13 (7)	-	13 (7)	14.34	10-18

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Oman	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	6.55	2-14
Pakistan	16 (2)	1	-	1	4	1	4 (2)	2 (1)	1	-	14 (3)	9.85	8-14
Panama	4	-	-	-	-	1	1	-	1	-	3	6.43	2-14
Papua New Guinea	3	-	-	-	-	-	-	1	2	-	3	6.31	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	6.47	2-14
Peru	16 (6)	-	2	-	-	5 (1)	2 (1)	5 (3)	2 (1)	-	16 (6)	7.52	3-14
Philippines	66 (36)	-	-	-	2 (1)	4 (1)	18 (9)	25 (15)	18 (12)	1 (1)	68 (39)	8.70	5-14
Poland	14 (1)	1	-	1	-	1	6	3 (1)	1	-	15 (1)	14.03	10-18
Portugal	3 (2)	-	-	-	-	1 (1)	1 (1)	1	-	-	3 (2)	9.29	5-14
Qatar	1	-	-	-	-	-	-	-	1	-	1	6.52	3-14
Romania	3	-	-	1	1	-	-	1	2	-	5	9.19	5-14
Russian Federation	151 (13)	1	-	10	10	18 (1)	46 (4)	59 (5)	13 (4)	-	157 (14)	144.00	122-166
Rwanda	3	-	-	-	-	-	-	3	-	-	3	6.40	2-14
Saint Kitts & Nevis	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	6.22	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	6.22	2-14
Saint Vincent & Grnd	1 (0)	-	-	-	-	-	-	1	1 (1)	-	2 (1)	6.22	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	6.22	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Saudi Arabia	4 (4)	-	-	-	-	2 (2)	1 (1)	-	1 (1)	-	4 (4)	20.71	17-25
Senegal	15 (6)	-	1	-	1	1	4 (2)	6 (1)	3 (3)	-	16 (6)	6.40	2-14
Seychelles	2	-	-	-	-	-	-	2	-	-	2	6.22	2-14
Sierra Leone	15 (4)	1	-	-	2	5 (1)	6 (3)	1	-	-	15 (4)	6.32	2-14
Singapore	13 (7)	-	-	-	-	4 (1)	5 (3)	4 (3)	-	-	13 (7)	7.93	4-14
Slovenia	0	-	-	-	-	-	-	-	-	-	0	6.28	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Somalia	10 (2)	-	-	-	1	2	6 (2)	1	-	-	10 (2)	6.41	2-14
South Africa	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	13.07	9-17
Spain	28 (10)	-	-	1	4	-	8 (3)	8 (3)	7 (6)	-	28 (12)	35.48	31-42
Sri Lanka	12 (2)	-	-	1	4	-	1 (1)	2 (1)	2	-	10 (2)	6.66	3-14
Sudan	9	-	-	-	1	1	5	1	1	-	9	6.87	3-14

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Suriname	3 (2)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.23	2-14
Swaziland	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.24	2-14
Sweden	24 (7)	1	-	2	1 (1)	8	6 (1)	4 (4)	2 (1)	-	24 (7)	22.77	19-27
Syrian Arab Republic	9	-	-	-	1	4	1	-	-	-	6	6.97	3-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.35	2-14
Thailand	27 (16)	-	-	-	1	1	4	9 (7)	12 (8)	-	27 (15)	9.15	5-14
Togo	6	-	-	-	-	1	1	1	1	-	4	6.31	2-14
Trinidad and Tobago	16 (6)	-	-	-	3	-	5 (2)	6 (3)	2 (1)	-	16 (6)	6.84	3-14
Tunisia	21 (1)	-	-	2	2	11 (1)	2	1	1	-	19 (1)	6.72	3-14
Turkey	11 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	11.53	7-16
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.31	2-14
Uganda	14 (4)	-	-	-	3	4 (1)	3	3 (1)	2 (2)	-	15 (4)	6.70	3-14
Ukraine	25 (3)	-	-	1	2	1	5	13 (3)	3	-	25 (3)	24.93	21-29
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.23	5-14
United Kingdom b/	88 (35)	1	-	3 (1)	10 (1)	19 (3)	24 (8)	11 (6)	19 (14)	2 (2)	89 (35)	82.10	70-94
United Rep Tanzania	18 (4)	-	-	1	5	1	6 (2)	3 (2)	1 (1)	-	19 (5)	6.86	3-14
United States Amer	385 (189)	1	-	11 (3)	28 (5)	84 (25)	120 (63)	103 (59)	38 (24)	2	387 (179)	383.78	328-441
Uruguay	11 (2)	-	-	-	-	7 (1)	1	4 (2)	-	-	12 (3)	6.74	3-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	6.75	3-14
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	6.22	2-14
Venezuela	13 (8)	-	-	-	1	1 (1)	3 (2)	4 (3)	1 (1)	-	10 (7)	13.85	10-18
Viet Nam	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	7.93	4-14
Yemen	9 (1)	-	-	-	1	2	5 (1)	1	-	-	9 (1)	6.51	2-14
Yugoslavia	15 (3)	-	-	1 (1)	2	2	3 (2)	1	5	-	14 (3)	12.20	8-18
Zaire	15 (2)	-	-	-	1	3	6 (1)	4	1 (1)	-	15 (2)	7.13	3-14
Zambia	10	-	-	-	1	2	3	3	-	-	9	6.42	2-14
Zimbabwe	6 (1)	-	-	-	1	1	1	3 (1)	-	-	6 (1)	6.48	2-14
SUBTOTAL	437 (754)	19	15 (1)	80 (10)	241 (28)	475 (93)	681 (209)	844 (252)	420 (193)	15 (8)	2 590 (792)	356.91	303-409

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
OTHERS													
Stateless	5	-	-	-	-	2	2	1	-	-	5		
Switzerland	15 (5)	-	-	-	1	5 (1)	4 (3)	2	1 (1)	-	13 (5)		
SUBTOTAL	20 (5)	-	-	-	1	7 (1)	6 (3)	3	1 (1)	-	18 (5)		
TOTAL	2 600 (759)	19 -	15 (1)	80 (10)	242 (28)	482 (94)	687 (212)	647 (252)	421 (194)	15 (8)	2 608 (797)		

a/ At Director-General level

b/ Includes ten staff members from the Territory of Hong Kong

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	DG/ USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92	MID-POINT	DESIRABLE RANGE
AFRICA	437 (72)	3	3	14 (1)	53 (2)	87 (8)	125 (21)	97 (23)	51 (16)	2	435 (73)	355 91	303-409
ASIA AND THE PACIFIC	428 (147)	4	2	11 (2)	47 (4)	54 (12)	99 (31)	120 (60)	88 (49)	4 (3)	429 (161)	513 77	437-591
EUROPE (EASTERN)	283 (28)	2	-	14 (1)	17	25 (1)	78 (9)	89 (9)	37 (8)	-	280 (28)	348 86	295-399
EUROPE (WESTERN)	591 (194)	8	4 (1)	17 (2)	52 (9)	118 (25)	135 (45)	132 (55)	129 (60)	3 (3)	596 (200)	624 82	531-719
LATIN AMERICA	218 (74)	1	3	7	13 (2)	53 (13)	51 (20)	50 (24)	43 (17)	2 (1)	223 (77)	199 68	170-230
MIDDLE EAST	135 (27)	1	1	2	17 (3)	33 (5)	39 (8)	22 (5)	18 (7)	-	131 (28)	147 30	125-169
N. AMERICA & CARIBBEAN	510 (214)	2	2	15 (4)	42 (6)	105 (29)	156 (75)	134 (76)	56 (36)	4 (1)	516 (227)	512 21	435-589
OTHERS	20 (5)	-	-	-	1	7 (1)	6 (3)	3	1 (1)	-	18 (5)		
TOTAL	2 600 (759)	19 -	15 (1)	80 (10)	242 (28)	482 (94)	687 (212)	647 (252)	421 (194)	15 (8)	2 608 (797)		

TABLE 6

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1991 - 30 JUNE 1992)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES										
Argentina	-	-	-	-	-	1	-	1 (1)	-	2 (1)
Australia	-	-	-	-	-	-	1	4 (3)	-	5 (3)
Austria	-	-	-	-	-	-	2	-	-	2
Bangladesh	-	-	-	-	-	1	-	-	-	1
Belgium	-	-	-	-	-	2 (1)	-	-	-	2 (1)
Brazil	-	-	-	-	-	-	-	6 (1)	-	6 (1)
Burkina Faso	-	-	-	-	-	-	-	1	-	1
Burundi	-	-	-	-	-	-	-	1	-	1
Canada	-	-	-	-	-	2	1 (1)	1	-	4 (1)
Central African Rep	-	-	-	-	-	-	-	1	-	1
China	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Colombia	-	-	-	-	1	-	-	-	-	1
Cote d'Ivoire	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Czechoslovakia	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	1 (1)	-	2	-	-	3 (1)
Ethiopia	-	-	-	-	-	1	-	-	-	1
Finland	-	-	-	-	1	-	-	-	-	1
France	-	-	-	-	1	3 (2)	-	1	-	5 (2)
Germany	-	-	-	-	2	1 (1)	2	4 (2)	-	9 (3)
Guatemala	-	-	-	-	-	-	-	1	-	1
Hungary	-	-	-	-	-	-	-	1	-	1
Iceland	-	-	-	-	-	-	-	4 (1)	-	4 (1)
India	-	-	-	-	-	1 (1)	1	-	1	3 (1)
Iran, Islamic Rep	-	-	-	-	-	1	1	-	-	2
Iraq	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Italy	-	-	-	-	-	1 (1)	1	3 (3)	-	5 (4)

TABLE 6 (CONTINUED)

COUNTRY OF NATIONALITY	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
MEMBER STATES (CONTINUED)										
Japan	-	-	-	-	-	-	1	7 (6)	-	8 (6)
Jordan	-	-	-	1	-	-	-	-	-	1
Malaysia	-	-	-	-	-	1	1	-	-	2
Netherlands	-	-	-	-	-	-	-	1 (1)	-	1 (1)
New Zealand	-	-	-	-	-	1	-	2 (1)	-	3 (1)
Nicaragua	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Niger	-	-	-	1 (1)	-	-	-	-	-	1 (1)
Nigeria	-	-	-	-	-	-	-	1	-	1
Pakistan	-	-	-	-	-	-	2 (1)	-	-	2 (1)
Peru	-	1	-	-	-	-	-	-	-	1
Poland	-	-	-	-	-	-	1	-	-	1
Romania	-	-	-	-	-	-	-	2	-	2
Russian Federation	1	-	-	-	-	2	1	1 (1)	-	5 (1)
Saint Kitts & Nevis	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Spain	-	-	-	1	-	-	-	3 (2)	-	4 (2)
Sweden	1	-	-	-	1	-	-	-	-	2
Uganda	-	-	-	-	-	1	-	-	-	1
United Kingdom	-	-	-	-	-	1	-	2	-	3
United States Amer	1	-	1	-	2 (2)	7 (3)	8 (7)	3	-	22 (12)
Uruguay	-	-	-	-	1 (1)	-	-	-	-	1 (1)
TOTAL	3	1	1	3 (1)	11 (5)	27 (9)	27 (11)	54 (24)	1	128 (50)

TABLE 5A

APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(1 JULY 1991 - 30 JUNE 1992)

REGION	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
AFRICA	-	-	-	1 (1)	1 (1)	2	3 (1)	4	-	11 (3)
ASIA AND THE PACIFIC	-	-	-	-	-	4 (1)	7 (2)	13 (10)	1	25 (13)
EUROPE (EASTERN)	1	-	-	-	-	2	2	5 (1)	-	10 (1)
EUROPE (WESTERN)	1	-	-	1	5	8 (5)	5	18 (9)	-	38 (14)
LATIN AMERICA	-	1	-	-	2 (1)	1	-	9 (3)	-	13 (4)
MIDDLE EAST	-	-	-	1	1 (1)	1	1	-	-	4 (1)
N. AMERICA & CARIBBEAN	1	-	1	-	2 (2)	9 (3)	9 (8)	5 (1)	-	27 (14)
OTHERS	-	-	-	-	-	-	-	-	-	-
TOTAL	3	1	1	3 (1)	11 (5)	27 (9)	27 (11)	54 (24)	1	128 (50)

TABLE 9

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/91	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
MEMBER STATES											
Afghanistan	1	-	-	-	-	-	1	-	-	-	1
Argentina	2	1	-	-	-	-	-	-	-	-	1
Australia	0	-	1	-	-	1	-	-	-	-	2
Austria	1	-	1	-	-	-	-	-	-	-	1
Bangladesh	0	-	-	1	-	-	-	-	-	-	1
Brazil	1										0
Bulgaria	0	-	-	-	-	-	1	-	-	-	1
Canada	2	-	1	-	-	-	1	-	-	-	2
Chile	1										0
Cyprus	1	-	1	-	-	-	-	-	-	-	1
Ethiopia	2	-	-	-	-	-	-	2	-	-	2
Finland	1	-	1	-	-	-	-	-	-	-	1
France	0	-	-	-	-	-	-	2	-	-	2
Ghana	1 (1)										0 (0)
Grenada	1	1	-	-	-	-	-	-	-	-	1
India	0	-	1	-	-	-	-	-	-	-	1
Ireland	1	-	1	-	-	-	-	-	-	-	1
Japan	0	-	-	-	-	1	-	-	-	-	1
Netherlands	0	-	-	1	-	-	-	-	-	-	1
Nigeria	0	-	1	-	-	-	-	-	-	-	1
Pakistan	0	-	1	-	-	-	-	-	-	-	1
Peru	1	-	-	-	-	-	-	1	-	-	1
Poland	3	-	1	-	-	-	2	1	-	-	4
Spain	1	-	-	1	-	1	-	-	1	-	3
Sri Lanka	1	-	-	-	-	-	-	1	-	-	1
Sweden	3	-	1	-	2	-	-	-	-	-	3
Turkey	0	-	-	-	-	-	1	-	-	-	1
United Kingdom	0	-	-	-	-	-	1	-	-	-	1
United States Amer	0 (0)	-	-	1	1	1	-	1 (1)	-	-	4 (1)
Uruguay	0	-	-	1	-	-	-	-	-	-	1
Zimbabwe	0	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	24 (1)	2	11	6	3	4	7	8 (1)	1	-	42 (1)
OTHERS											
Switzerland	1										0
SUBTOTAL	1										0
TOTAL	25 (1)	2	11	6	3	4	7	8 (1)	1	-	42 (1)

TABLE 9A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1992)

REGION	NUMBER OF STAFF 30/06/91	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/92
AFRICA	3 (1)	-	1	1	-	-	-	2	-	-	4 (0)
ASIA AND THE PACIFIC	1	-	3	1	-	2	-	1	-	-	7
EUROPE (EASTERN)	3	-	1	-	-	-	3	1	-	-	5
EUROPE (WESTERN)	7	-	4	2	2	1	1	2	1	-	13
LATIN AMERICA	5	1	-	1	-	-	-	1	-	-	3
MIDDLE EAST	2	-	1	-	-	-	2	-	-	-	3
N. AMERICA & CARIBBEAN	3 (0)	1	1	1	1	1	1	1 (1)	-	-	7 (1)
OTHERS	1										0
TOTAL	25 (1)	2	11	6	3	4	7	8 (1)	1	-	42 (1)

TABLE 11

WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1991)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF WOMEN STAFF
UNITED NATIONS	2	11	28	130	351	403	242	41	1 208	3 892	31.0
UNDP	0	6	14	59	83	112	181	68	503	1 584	31.8
UNICEF	1	1	10	29	92	177	140	24	474	1 352	35.1
UNHCR	0	0	2	10	32	30	52	38	164	544	30.1
UNITAR	0	0	0	0	1	0	2	0	3	13	23.1
UNRWA	0	0	2	1	3	9	9	0	24	142	16.9
ITC	0	0	0	1	5	6	4	0	16	72	22.2
ICSC	0	0	1	0	3	0	3	0	7	19	36.8
UNU	0	0	0	0	0	1	1	0	2	24	8.3
ICJ	0	0	0	0	1	0	4	0	5	17	29.4
ILO a/	1	2	7	13	66	71	23	1	183	766	23.9
FAO	0	1	2	21	57	87	78	9	255	1 391	18.3
UNESCO	1	1	8	27	82	87	74	10	270	942	28.7
WHO	0	3	12	57	77	81	29	7	268	1 109	24.0
PAHO	0	0	0	7	15	17	11	10	60	198	30.3
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 128	4 335	26.0
IMF b/	-	-	-	-	-	-	-	-	300	863	34.8
ICAO	0	0	0	3	17	19	20	2	61	321	19.0
UPU	0	0	0	0	3	11	0	0	14	84	16.7
ITU	0	0	1	2	12	15	8	1	39	283	13.8
WMO	0	0	0	2	14	11	2	0	29	140	20.7
IMO	0	0	1	1	11	4	5	0	22	109	20.2
WIPO	0	0	0	2	11	8	5	0	26	126	20.6
IFAD	0	0	1	5	4	10	3	0	23	109	21.1
UNIDO	0	1	1	8	34	27	19	1	89	417	21.3
IAEA	0	0	3	10	19	45	20	2	99	712	13.9
ICITO/GATT	0	0	0	8	15	21	5	0	47	168	28.0
TOTAL	5	28	93	392	987	1 252	920	214	5 315	19 732	26.9

a/ Includes figures of women staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of women staff are given for IBRD/IFC and IMF as their grades differ from those of staff of the organisations applying the United Nations common system of salaries and allowances.

* National Officers are included in the total.